



Career Service Council

Executive Officers

Chair: *Marie Thomas*

Vice Chair: *Chris Parks*

Secretary: *Carol Pugh*

Treasurer: *Tyffany Wishart*

Standing Committee Representatives

Bylaws and Elections: *Chris Parks*

Historians: *Melody Cevalin and Lisa Davis*

Salary and Benefits: *Angie Siekers*

Additional Meeting Called: January 28, 2014

Minutes taken and prepared by: *Carol Pugh*

Present: Peter Anschultz, Aaron Benefield, Jerry Benefield, Pat Brady, Melody Cevalin, Michael Christy, Delia Carr, Maura Daquila, Sherrie Deas, David Diefendorf, Chris Flavin, Seth Florio, C. J. Fort, Pricilla Fort, Vince Grimm, Sue Harris, George Hastie, Jason Head, Beverly Hurst, Larry Jarvis, Barbara Jessie, Julia Jucker, Cathy Keen, Susan Kulmacz, Doug Minshew, Jim Murphy, Deena Nelson, Chris Parks, Linda Payne, Carol Pugh, Angie Siekers, Janet Smith, Arthur Stallion, Jackie Thomas, Marie Thomas, Jorge Tormes, Nina Trombi, Laura Viti, Chattie Wheeler, Rod Williams, Carol Wilson, Tyffany Wishart and Sasha Yorke

Call to Order: Chairperson Marie Thomas called the meeting to order at 8:57 am in Building S, Room 326/327.

Communication from our College President:

Dr. Sasser opened the meeting by expressing that the amount of hurt at the institution is the greatest he has seen since he has been here at the college. Changes are going to be made. He values the respect of trustees and values respect of the career service employees. He said we will not be vague about recording time but that hours worked can be flexible; beginning time and ending time are non-negotiable. He proposed his recommendations about the 30 minute lunch vs. an hour lunch. If employees wish to have an hour lunch, they would begin work at 8:00 am and work until 5:00 pm. If you can do a four day week, he is supportive of that, as well. If you want an hour lunch, you are going to have to work an extra 30 minutes. He has asked Benny Allgood to serve as ombudsperson during her final 11 months at the college. If employees are not comfortable going to Human Resources, Dr. Sasser or Ginger, they are encouraged to go to Benny.

There is an associate vice president for Human Resources position that has been on the books for a while. This new position will be the new Benny. The position will report to Ginger and Lela will report to them. Human Resources, Financial Aid and the Office for Finance. Dr. Sasser wants everyone to be treated consistently; as of now, the three pilot groups are being treated differently. He appreciates what he has heard from meetings with Ginger and Lela. We are working on getting a new time recording system and getting it put in place.

Dr. Sasser turned the meeting over to Dr. Naima Brown and then left the meeting.

Jerry Benefield said that following last week's career service meeting, Nicol Brooks visited Facilities and said they are now on the pilot program. Dr. Brown was unaware of this. The employees in Facilities feel this is direct retaliation.

Dr. Brown is concerned with what steps can we take to prevent something like this from ever happening at the college again. She understands that everyone is resistant to change, but in the year 2014, there are more

efficient ways to keep time. The question was presented as to why aren't supervisors held accountable for their actions. She said her focus is on restoring peace and resolving conflict. It is her goal to move the college forward. Santa Fe will be the second college in the State of Florida to be on a time clock system. She said is really grieves her to her from us that there is so much hurt and anger amongst the career service employees. She is here representing administration but she is here to help us resolve the time and attendance issue and to move forward.